



EMPLOYABILITY OF THE BACHELOR OF ARTS IN POLITICAL SCIENCE GRADUATES OF KALINGA-APAYAO STATE COLLEGE, PHILIPPINES

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Abstract: *Employability of a College graduate is considered one major concern of the universities and colleges in the world today. It is one of the missions that an educational institution should look into in order to at least prevent or minimize the problem of unemployment and underemployment among the graduates.*

This study investigated the employment status of the Bachelor of Arts in Political Science graduates of KASC. It also determined the ratio of employment of graduates in AB Political Science for the last five years, the extent of personal and environmental factors affecting the employment of the respondents. Making use of the descriptive survey method, this study revealed that the average employment ratio of the graduates in AB Political Science is 16 is to 20. The respondents are moderately affected by both personal and environmental factors.

Keywords: *Employability of Graduates, AB Political Science*

INTRODUCTION

The world today experiences rapid and continuous changes which is either favorable or unfavorable. Conditions change and the knowledge of the past become absolute and irrelevant. Education must not only provide knowledge and understanding of the past and of the present, but also prepare people for the future.

For almost 15 years of existence, KASC, the only government institution of higher learning in the province of Kalinga has produced thousands of graduates from vocational to degree courses. KASC through her untiring faculty never dwindled in holding high his philosophy of developing a total man equipped with the physical, moral and social faculties of a cultured man. A target which conforms to the needs of the community which is the relative eradications of illiteracy and the transformation of a society beset with cancerous social illness. Hence, the college serves as grinding academic mill in the production of their chosen field of concentration.

Since graduates who leave the school always carry with them the name of their alma mater, a follow up to the graduates is done which serves as feedback regarding the current



educational output of the school and an assessment on how the curriculum, program and activities contributed to their life.

Higher education institution, particularly Kalinga-Apayao State College is one among the producers of AB Political Science graduates. It is now significant to be informed of the number of graduates and the number of employed graduates to minimize if possible the problem of unemployment. Nevertheless, the supply and demand of graduates of Political Science depend on the level of a country's public governance stability. But, knowledge in the new skills of graduates might also improve the progress of a country. Expertise in the basic political concepts and practices help in the establishment of political stability of the country. The skills which the employer values; are important to be determined for better employability and which stakeholders play a role in the achievement of some skills. Of course, the role of formal education to achieve some skills and competencies is in the first place. Anyhow, more and more the role of career centers, incubators of technical faculties. Some strategies established on a state level and at a higher education institution level improve some creation of a solution of employability problem in a right way.

Universities and colleges administrators as suppliers of graduates should also help their graduates by being sensitive to the different qualifications of the graduates. Hence, they are also responsible in the employment of their graduates. To minimize the problem of unemployment and underemployment, there is a need to anticipate the skills and qualifications of graduates that the employers value in their respective agencies. The study then seeks to gather information on the present status of employment of the graduates of Bachelor of Arts in Political Science which will serve as a tool for the assessment of the curriculum, programs and services. Likewise, this will serve as a device for the administration & faculty appraisal of the curriculum, and make the appropriate changes and revision if needed so as to meet the needs of the students and time.

STATEMENT OF OBJECTIVES

This study was conducted to assess the employability of the Bachelor of Arts in Political Science graduates of KASC in order to find answers to the following objectives:

1. To determine the profile of the Bachelor of Arts in Political Science graduates as to:
 - a. Types of employment
 - b. Status of Employment



- c. Government Examination Passed
2. To determine the ratio of employment of graduates in Bachelor of Arts in Political Science for the last five years from 2009-2013.
3. To determine the extent by which the employment of the Bachelor of Arts in Political Science Graduates are affected by the following factors:
 - A. Personal Factors
 - I. Interest in the job
 - II. Peer influence
 - III. Skills required by the job
 - IV. Distance between home and workplace
 - V. Orientation on the job
 - B. Environmental/Social Factors
 - I. Political Interference in the appointment of employees
 - II. Work habits/attitudes of most employees
 - III. Facilities for the job
 - IV. Management style of supervisors/administrators
 - V. Office Space

CONCEPTUAL FRAMEWORK

A functional economic system is one that does not only achieve full employment at a given period of time but must be able to anticipate future increase of labor force brought about by the entrance of fresh college graduates the labor market. There should always be provision for new jobs for those new members of the working force unfortunately, in our country this practice has never been done since time immemorial.

According to Miranda unemployment occurs when an economic system become dysfunctional. This simply takes place when the supply of workers exceeds the number of actual jobs available. Johnson also determined the causes of unemployment follows: structural, technological, economic, casual and seasonal.

It is structural when increasing numbers of jobs due to the increasing population and employment of more women. It is technical when automation in many industries calls for less workers and make certain job skills obsolete. It is economic when there is recession. More business establishments reduce production and even close shops, causing mass lay-



offs. It is casual when the worker has no tenure of office. He can be fired anytime the employer wants. It is seasonal when the demand for certain goods and services decreases at certain part or period of the year.

Romero in her article “Emancipating the Filipino Women for Legal Bondage” wrote that the constitution mandate regarding equal work opportunities, Labor Code of the Philippines, which took one November 1974. It prohibits the commission of acts, which shall discriminate against any women with respect to term and conditions of employment on accounts of her sex.

Ayala conducted a survey on the employment status of college graduates of Saint Paul College, her respondents the Paulinian graduates from 1982 – 1988, residing in Tuguegarao and nearby towns. They graduated from Liberal Arts, BSE, two year general curriculum and diploma in secretarial science. The descriptive survey method of researched was used and the main tool was the questionnaire. The study revealed that fields of concentration, 56.5% found employment within two months time. On the average, it took more or less five months before a graduate can find a job due to complication and scarcity of opening available at the time. She revealed further, that from the time the graduates get employed up to 1989, 89% have remained in their jobs. The fourteen graduates who were unemployed were recent graduates and they believe that they were jobless because they have not taken the Civil Service Eligibility examination and competitive examination for teachers.

Lubrin made a study on the employment, graduates of La Union School of Arts & Trades from 1975 – 1981. The researcher attempted to discover the placement of graduates of their LUSA in the various occupational activities and those that were employed during the time of study. The population of this study was limited to the graduates of 1975 – 1976 to 1981 – 1982.

The descriptive method of the research was used and was supplemented by the documentary method particularly in gathering data from historical background. The finding showed BSIE during the four year covered study. There were 65.8% males and 34.2% female out of the five eighty eight (588) graduates, 25% could not be relaxed. Out of these 50% were hired and only 3.5% were self-employed, of the four hundred forty one (441) who we accounted for, 10.8% were unemployed.



Illo made a study employment situation in the River Basin. The area covered by the survey was that portion of the Bicol River Basin, which is located in the province of Camarines Sur. The respondent were the college graduate comprises a total of 81.4 to 88.7% for males and 76.2% females of the total college graduate 93.2% were employed in which 92.4% were from Poblacion and 91.5% from the barrios.

The employability of graduates also depends on the relevance of the training received with respect to the needs of the job.

Balmores, in his paper shared Manalang's perception of graduates of the University of the Philippines on the usefulness of education and training in relation to their works and their lives, and so elicited their views on how the employment programs might improve. Professional activity plays a dominant role in life. Patterns of increasing number of individuals are faced with a rapidly shifting occupational pattern and instability of advance like the advent of automation. All this demand better qualified employer with intelligence, imagination, activity and skills. On the other hand, it handicaps severely the poorly educated and uneducated or unskilled and forced to the periphery of employment opportunity.

Graduate Employability means that higher education alumni have developed the capacity to obtain and/or create work. Furthermore, employability means that institutions and employers have supported the student knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce.

This study was based on the concept and requirements of employability. Employability requires specific skills which graduates from higher education must possess such as core skills; key skills; common skills; transferable skills; essential skills; functional skills; skills for life; generic skills and enterprise skills.

METHODOLOGY

The study was conducted at the Institute of Liberal Arts, Kalinga- Apayao State College, Dagupan Campus, Tabuk City, Kalinga.

The descriptive-survey method was employed by the researchers in the study with a set of questionnaires as the main instrument in gathering the needed data to answer the questions posed in the study.

The study covered the AB Political Science graduates from 2009 to 2013. A total of one hundred (100) graduates served as the respondents of the study. The main instrument used



by the researchers sought to answer the profile of the respondents which include the type and status of their employment and the extent by which factors affect their employment. The records of these graduates were used as the sampling frame.

The respondents of the study who were currently employed in the province were personally contacted by the researchers while those who are outside the area were contacted through calls, e-mail correspondence or via social media to explain the purpose of the survey. Copies of the questionnaires were given to the respondents after which, completed questionnaires were returned by mail using the pre-paid self-addressed envelope. Alternatively, the respondents could email the questionnaires to an identified address. A constant follow-up and field visits within the area were made to respondents who did not return the questionnaire.

RESULTS AND DISCUSSIONS

Profile of the Respondents

Table 1. Profile of the Respondents (N=100)

Profile	Number/Percentage	Rank
1. Type of Employment		
*Government	64 (64%)	1
*Private	36 (36%)	2
Total	100 (100%)	
2. Government Examinations Passed		
*CS Professional Exam	20 (20%)	4
*CS Sub-Professional Exam	21 (21%)	2.5
*NAPOLCOM	3 (3%)	6
*Others (AFP – ARMY)	21 (21%)	2.5
* Licensure Exams for Teachers (LET)	13 (13%)	
*No Government Exams Taken	22 (22%)	1
Total	100 (100%)	
3. Status of Employment		
*Permanent	57 (57%)	1
*Temporary	23 (23%)	2
*Self-employed	20 (20%)	3
Total	100 (100%)	

Table 1 presents that 64% of the respondents are government employees and 36% are employed in the private sector.



The table also projects that 22 of the respondents do not have any government eligibility. Twenty one percent is employed as members of the Armed Forces of the Philippines and there were 13 respondents who passed the Licensure Examination for Teachers.

Twenty one percent passed the CS – Sub-Professional Examination. So far, the biggest number of respondents passed their examination. It is also true with the National Police Commission Examination administered by the Civil Service Commission. This is the examination that would qualify someone to enter the police force.

Twenty percent passed the CS Professional Examination. The more detailed analysis will suggest that more effort should be done to encourage the graduates to take the CS Professional Examination while they are fresh graduates so as to better the result.

As to employment, it is worth noticing that more than half of the respondents are permanent or regular employees in various agencies and institutions, whether public or private. A small number of the respondents have ventured into entrepreneurship.

Table 2. Employment Ratio of graduates in Bachelor of Arts in Political Science for the Last Five Years (2009-2013)

Year	Graduate	Employed Graduate	Employment Ratio	Rank
2009	14	10	10:14	5
2010	16	12	12:16	4
2011	23	18	18:23	3
2012	22	19	19:22	2
2013	25	21	21:25	1
Total	100	80	80:100	
Average Employment Ratio			16:20	

The table shows that from 2009 to 2013 there were 100 graduates of AB Political Science and 80 of them were employed. The average employment ratio of the graduates is 16 is to 20 which means that for every 20 graduates 16 of whom are employed.

Looking at the data, the ratio of employed in 2009 is 10 is to 14 which means that out of 14 graduates 10 of them got employment. In 2010, the ratio is 12 is to 16, so there were 12 employed out of the 16 graduates. In 2011, the ratio is 18 is to 23 meaning 18 were employed out of the 23 graduates. The employed graduates in 2012 were 19 out of 22 while there were 21 employed in 2013 out of 25 graduates.



In percent, 71% were employed in 2009, 75 % were employed in 2010, 78% in 2011, 86% in 2012 and 84% were employed in 2013. This data implies that employment rate is almost 100% since the average rate of employment is 80% for the five school year period (2009 to 2013).

Table 3. Extent of Personal Factors Affecting Employment of the AB Political Science Graduates of KASC

Personal Factors	Weighted Mean	Descriptive Equivalent
1. Interest in the job	3.62	Much Affected
2. Peer influence	2.97	Moderately Affected
3. Skills required by the job	3.35	Moderately Affected
4. Distance between home and workplace	2.98	Moderately Affected
5. Orientation on the job	2.92	Moderately Affected
Total Average Weighted Mean	3.17	Moderately Affected

Table 3 presents that the respondents are moderately affected by personal factors as shown on the total average weighted mean of 3.17. The employment of a person is affected by factors that can be classified as personal or social. According to the Human Capital Theory (Becker, 1964; Schultz, 1961) personal attributes coupled with social factors are human capitals that can affect the success of individuals in the labor market. Employers seek to employ the best available candidate. They even use personal and social attributes as indicators of productivity hence job hunters are ranked according to their abilities, social skills and potential contributions to the organization.

Among the personal factors identified, it is found that interest in the job is an important consideration for the respondents. Interest in the job holds vast insight into where we invest and focus our energy, especially in the workplace. Increasing a sense of meaningfulness and interest at work is one of the most potent and underutilized ways to increase productivity, engagement and performance.

Since graduates decide on their career path and focus their energy on achieving it, they should pick something that most suits their interests, experience, skills, and demonstrate their passion and knowledge for that particular path as well as they should follow their interests and choose an industry that they view as enthusiastic. It will help them to get the job they want and to build a career long-term.



Graduates of AB Political Science are inclined with politics and governance. Hence, they should find a job that is in line with their degree even if competition for available jobs is tough. They already have the foundation, the strengths, and campus experiences like leadership positions, athletics, classes, research and volunteer activities. Through exploration and reflection they will discover more opportunities that are a good fit for them to continue the cycle of growth.

A closer look at the jobs held of specialization. It does not come as a surprise that skills required by the job comes second since the respondents lack the skills needed or are not properly trained for the job presently hold. Employers usually look for a range of skills in graduate applicants, many of which are common to a number of different career areas. Those most frequently mentioned are communication, team working, leadership, initiative, problem-solving, flexibility and enthusiasm.

Many skills overlap with one another. Leadership, for example, encompasses a number of other skills including cooperating with others, planning and organizing, making decisions and verbal communication. Verbal communication itself involves various means of communication, some of which you may find easier than others - talking over the phone, making a presentation to a group or explaining something to a person with a more limited understanding of the topic. By improving one skill, one may also improve in a number of others.

In order to unlock the secret formula to winning the hearts and minds of employers, the graduates should have a unique combination of skills and values that make employers salivate with excitement since every employer is looking for a specific set of skills from job-seekers that match the skills necessary to perform a particular job. Such as the following: Communications Skills (listening, verbal, written); Analytical/Research Skills; Computer/Technical Literacy; Flexibility/Adaptability/Managing Multiple Priorities; Interpersonal Abilities; Multicultural Sensitivity/Awareness; Planning/Organizing; Problem-Solving/Reasoning/Creativity, and Teamwork.

Among the enumerated personal factors that affect the employability of the graduates, orientation on the job got the lowest mean. It is worth to note however that should they have an on the job training would satiate their optimism to land for a job for whatever nature it would be, so long as they already have an orientation on how to be efficient and



productive upon their entry to their real workplace. The direction in which the person wishes to channel his or her effort and ability is the job itself.

Table 4. Extent of Environmental Factors Affecting Employment of the AB Political Science Graduates of KASC

Environmental Factors	Weighted Mean	Descriptive Equivalent
1. Political Interference in the appointment of employees	2.74	Moderately Affected
2. Work habits/attitudes of most employees	2.97	Moderately Affected
3. Facilities for the job	3.16	Moderately Affected
4. Management style of supervisors/administrators	3.02	Moderately Affected
5. Office Space	3.01	Moderately Affected
Total Average Weighted Mean	2.98	Moderately Affected

As shown in the table, the total average weighted mean is 2.98 which is interpreted as moderately affected. Of the environmental factors, it shows that the respondents were affected on the facilities for the job with a weighted mean of 3.16 with descriptive equivalent of moderately affect; second is the management style of supervisors/administrators with a weighted mean of 3.02 with a descriptive equivalent of moderately affect and the least is on political interference in the appointment of employee with a weighted mean of 2.74 or moderately affect.

The graduates of Political Science weren't all acquainted and have vast technical know-how with the usage of computer and other usable operational facilities. Since computers are extant in every working environment, their background however will not suffice the needed expertise in the job.

A physical work environment can result a person to fit or misfit to the environment of the workplace. The elements of physical work environment include the facilities for the job is needed to be proper so that the employees would not be stress while getting their job done. Physical element plays an important role in developing the network and relationship at workplace.

On the other hand, another factor that affects employability of the graduates would be the style of leadership the organization has, which then includes the supervisor's style in administering the people.



Management culture is the environment and the set of norms and ethics that combines together to form a complete culture where the employees are free to work, communicate with each other, collaborate and cooperate.

There is a need for a healthy working environment. Hence, employees need to be in harmony with their supervisors/bosses so as to maintain a healthy working relationship. A supervisor is a force bind relationship to the employees which they will need to be attached together. An informal mentoring needed to be done by the supervisors in order to create a mutual understanding and relationship in between the supervisor and the employees. By having this mutual understanding, it will create a mutual satisfaction between them.

Political Interference in the appointment of employees garnered the lowest mean among the environmental factors affecting the employability of the graduates. Political interference is characterized by giving public service jobs to those who may have helped elect the person who has the power of appointment. Despite rules and processes to limit improper political considerations in the selection of applicants, it is always disheartening for one not to land a job because of political interference. The fundamental purpose of the civil service system then is "to guard against political considerations, favoritism, and bias in governmental employment decisions- the security against the abusive system of governmental selection of applicants.

Table 5. Extent of Factors Affecting Employment of the Respondents

Factors	TAWM	Description	Rank
1. Personal	3.17	Moderately Affected	1
2. Environmental	2.98	Moderately Affected	2
Overall Average Weighted Mean	3.08	Moderately Affected	

Table 5 shows that both personal and environmental factors moderately affected the employment of the respondents. However, personal factors got a higher mean of 3.17. This can be interpreted in the light of the importance of personal relationships and close family ties among Filipinos.

SUMMARY AND CONCLUSION

1. Majority of the AB Political Science graduates are employed either permanent (57%) or temporary (23%) whether in government (64%) or in private (36%). In addition, majority of the graduates have passed various government examinations such as CS



Professional Exam (20%), CS Sub-Professional Exam (21%), AFP-ARMY (21%) and the LET (13%).

2. The average employment ratio of the BA Political Science graduates is 16 is to 20 which means that for every 20 graduates 16 of whom are employed.
3. The personal and environmental factors moderately affected the employment status of the AB Political Science graduates of KASC for the 5 school years (2009-2013) as evident on the obtained TAWM of 3.17 and 2.98 respectively.
 - 3.1. Along the personal factors, "Skills required by the job" obtained the highest mean of 3.35 while "Orientation on the job" got the lowest mean of 2.92, however, both means are described as moderately affect.
 - 3.2. Along the Environmental factors, "Facilities for the job" obtained the highest mean of 3.16 while "Political interference in the appointment of employees" obtained the lowest mean of 2.74, both means are described as moderately affect.

RECOMMENDATIONS

In the light of the foregoing findings, the following are recommended:

1. Graduates should be encouraged to take-up government examinations especially the Career Service Professional Examination to qualify them in job openings in various government agencies.
2. Graduates should undertake review classes in preparation for any government examination. In this connection, the institute should consider offering review classes for its graduates as an income generating project but most importantly to fulfill its mission in community involvement and continuous support to its own graduates.
3. Seminars and workshops on findings jobs, and employment options related to their field of specialization should be conducted to prepare the graduates to the real world.
4. The code of professional ethics should be incorporated in the curriculum to develop sound work ethics, values and professionalism among the graduates in preparation for their integration to mainstream society.
5. The high ratio of employment of the BA Political Science graduate should be sustained.



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